



## DEPARTMENT OF EDUCATION

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**PUBLIC MEETING:** DPAS-II Advisory Committee Meeting

**MEETING DATE AND TIME:** Thursday, November 16, 2017 – 10:00 am

**PLACE:** Delaware Department of Education Cabinet Room

401 Federal Street, Dover, DE 19901 – 2<sup>nd</sup> Floor Cabinet Room

### Meeting Minutes

#### **MEMBERS PRESENT**

TJ Vari, Delaware Association of School Administrators  
Jill League, Delaware State Educator Association  
Matthew Burrows, Chief School Officers Association  
Karen Maull, Delaware State Educator Association  
Clay Beauchamp, Delaware State Education Association  
Representative Earl Jaques, Jr., Chair of the House Education Committee DE House of Representatives  
David Tull, Delaware School Board Association  
Jackie Wilson, Higher Education (University of DE)  
Laura Schneider, Delaware Association of School Administrators

#### **DEPARTMENT STAFF/OTHER MEMBERS PRESENT**

Shannon Holston, DDOE Representative, Non-Voting Member  
Donna Johnson, State Board of Education, Ex Officio Non-Voting Member  
Kimberly Rodriguez, DDOE Administrative Support

#### **MEMBERS ABSENT**

Carey Corbin, Delaware School Boards Association  
Susan Frampton, DE Association of School Administrators  
Jon Sheehan, Office of the Governor  
Senator David Sokola, Delaware Senate

#### **1. Call to Order**

- The meeting was called to order at 10:04 a.m.
- Introduction of committee members
- Shannon Holston will be the Liaison for the Department of Education

2. Elect Chair and Co-Chair for 2017-2018 DPAS Advisory Committee
  - Clay Beauchamp motioned and Karen Maull seconded the motion to have Jill League serve as the Chair for the DPAS II Advisory Committee. **The motion passed unanimously.**
  - Matthew Burrows motioned and Representative Earl Jaques seconded the motion to have T J Vari serve as the Co-chair for the DPAS II Advisory Committee. **The motion passed unanimously.**
3. Discussion: Priorities/topics to discuss/address during the 2017-2018 DPAS Advisory Committee
  - Jill League mentioned that the committee has just received 2016-2017 DPAS Survey report and needs time to review and discuss.
  - The committee has spent time on 106/107 however, 108 has not been under review as much. The committee needs time to focus on 108. Comments were noted that teacher's evaluations and administrator's student improvement components are different.
  - TJ Vari mentioned that the committee might need to tweak the DPAS system or develop a process to adopt a new system. For example, take a year to look at the evaluation system, train people to pilot the system, review and full adoption within four to five years. Bring in companies to review the product and need to do deeper trainings to figure out how to make the system better.
  - Comments were noted that tweaks have been made in the past and the system is not what the public really wanted.
  - Donna Johnson mentioned that the rubric was old and outdated. There was not clear alignment with Regulation 1597. Donna also mentioned that there should be an alignment with the teacher and administrator standards.
  - Others agreed that the committee may need to look at the alignment with 1597 and the DPAS system.
  - Donna Johnson mentioned that she would assist with this process.
  - Another comment was noted that a number of alternate evaluations systems have been available. Earl Jaques commented that the committee needs to see what positives areas are available to consider and what works from the alternative systems. There are four systems available to examine.
  - Clay Beauchamp mentioned commented that if the system is tweaked and we do not have a chance to get comfortable. Once the tweak has been made, it needs to not change for at least 3 years to see impact and so things do not keep changing.

- TJ mentioned that teachers and administrators need to be trained in how to use the system. Is it the system that the rubrics and system is old and not aligned or are we better spent with a new system that might do a better job? A recommendation needs to be made to the secretary of Education that money may need to be spent for a better evaluation system.
- Jackie Wilson mentioned that the committee might need to review the system and make changes so it is easier for a principal to sit with the teacher and coach them. The evaluation system should be the same across the state and that everyone has access to. There are inconsistencies in how DPAS is used.
- Jill League mentioned that she went over the evaluation system with nine other States at a conference. Jill feels that the system is good; however, there is not enough training. The department needs to do additional training so the teachers have the knowledge. How can this system be used at its highest capacity and be effective for everyone so the students are getting what they need? Feedback is not happening.
- A question was asked, does the only once a year observation need to happen and can it happen more frequently?
- The timeline is one piece of the evaluation system. Can the timeline be looked at to make the changes? What is expected? The whole system is not bad but needs tweaking.
- Laura Schneider mentioned that administrators do not take advantage of the short form because they feel that they are bogged down with the long form. The teacher should be left with solid feedback.
- TJ Vari mentioned that the short triggers a post observation conference automatically. You will not do a short form if you are working on a long form.
- Jill League mentioned that if there is no decision related to Component IV in the observation and how the forms will be done, Component IV needs to be pulled out of the observation.
- Questions were asked if there are things missing in components 1, 2 and 3 that are needed in Component IV.
- Jackie Wilson commented that we should be holding principals accountable for how they are helping the teachers in the school.
- TJ Vari mentioned that there are alternative evaluation systems for sale. The packages are available in an online platform with everything that was discussed and each individual has a professional growth plan, modules and support. You could have a professional growth plan that starts with a component five goal setting conference and ends at component 5 reflection conference. The system is

already in place and can be easily tweaked for a teacher's growth and development.

- Laura Schneider mentioned that the hesitation with the off the shelf is that the districts currently feel that they have created and built the plan that is currently in place. Go back to the implementation not the tool. There are 42 administrators currently using the online module. The administrative burden is there and we may need to think about streamlining the process. Planning and preparation is important.
- TJ made a suggestion to make Component IV into a growth plan, bundle the timeline or streamline and collapse one into two and three.

**Priorities:**

1. Review 1597 and compare it to the rubrics (DOE presents on these items)
2. Learn from the Alternative Evaluation System
3. Use data from the survey to inform changes
4. Consider the utility of Component IV. Examine the timeline language in the guide and requirements and consider eliminating, re-vising, or streamlining.
5. Consider streamlining the entire process/component/criteria to provide opportunities for feedback/reduce paperwork
6. Re-examine 108 (administrator evaluation)
7. Consider ways to make goal-setting more flexible for Component V

**Next meeting:**

1. Review crosswalk facilitated by DOE of the INTASC (1597) standards and the current DPAS Rubric
2. Look at the comprehensive overview of the alternative evaluation systems
3. Review data from the DPAS Survey
4. Discuss Component IV

**DPAS II Advisory Committee Meeting Dates:**

January 11, 2017 – Location – TBD - 10:30 – 1:30

February 2, 2018 – Cabinet Room - 10:00 – 1:00

February 27, 2018 – Cabinet Room - 10:00 – 1:00

***\*\* 7 Committee Members need to be present for a quorum.***